

3 FAM 7120 DEFINITIONS

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(TL:PER-237; 1-1-95)

(UniformState/USAID/USIA/Commerce/Agriculture)

(Applies to Foreign Service Nationals Only)

- Foreign Service Nationals (FSNs) -- All non-U.S. citizens directly hired by the U.S. Missions, whether full or part-time, intermittent or temporary and inclusive of third country nationals and “expatriates” (third country citizens who are part of the local labor market). This designation is exclusive of official residence employees (ORE’s); American family members (AFM’s); U.S. citizens;

DOD employees covered by a Status of Forces Agreement; Consular Agents; and non-U.S. citizen employees of agencies with separate authorities, such as the American Battle Monuments Commission or FBIS who have not administratively adopted the FSN system. Note: The term “expatriate” as used in the private sector generically refers to an employee sent out of country to work for a company identified as being from the same country of origin as the employee. Using any nationality here, Greek citizens working overseas in Greek firms would be known as Greek expatriates.

b. Head of Overseas Establishment--A principal officer as defined in section 102 of the Act; for example, a Peace Corps director, USAID Mission Director or USAID representative, a head of a USIA establishment, or a ranking Department of Commerce Officer in-country.

c. Local Compensation Plan--Each post’s official system of FSN pay, consisting of the local salary schedule, which includes salary rates, statements authorizing benefits payments, premium pay rates, and other pertinent facets of FSN employee compensation.

d. Position classification--The system of grading FSN positions based upon the policies, procedures, and standards as outlined in 3 FAH-2H, Chapter 4.

e. Secretary--The Secretary of State, except that (subject to section 201 of the Act) with reference to the exercise of functions under the Act with respect to any agency authorized by law to utilize the Foreign Service personnel system, such term means the head of that agency.

3 FAM 7122 THROUGH 7129 UNASSIGNED